

STATE CONTROLLER'S OFFICE
PERSONNEL AND PAYROLL SERVICES DIVISION
P.O. BOX 942850
SACRAMENTO, CA 94250-5878

DATE: January 15, 2020

PERSONNEL LETTER #20-003
(Civil Service Only)

TO: All Agencies in the Uniform State Payroll System

FROM: Personnel and Payroll Services Division

RE: JANUARY 1, 2020 CIVIL SERVICE MINIMUM WAGE INCREASE

In accordance with Federal law, effective January 1, 2020, the California minimum wage increased. The salary rates for the following class codes have changed.

<u>Class Code</u>	<u>Class Title</u>
0790	Fish and Wildlife Seasonal Aid
0986	Park Aide (Seasonal)
0987	Maintenance Aide (Seasonal)
0989	Maintenance Aide (Seasonal) (Angel Island)
0994	Pool Lifeguard (Seasonal)
0996	Senior Maintenance Aide (Seasonal)
1023	Archeological Aid (Seasonal)
1035	Senior Park Aide (Seasonal)
1120	Seasonal Clerk
1123	Assistant Clerk
1474	Tax Program Assistant
1854	Examination Proctor
1860	Assistant Examination Proctor
2197	Service Assistant (Food)
3012	Student Engineering Aid
4863	State Fair Activity Supervisor
4870	Student Assistant
4872	Graduate Student Assistant
5048	Park Aide (Seasonal) (Angel Island)
6743	Fairground Aid, District Fairs
6744	Fairground Attendant, District Fairs
8099	Satellite Wagering Facility Janitor
9991	Youth Aid
9992	Maintenance and Service Occupational Trainee

Please refer to CalHR's Pay Letter #20-02 for additional information, including the updated salary rates. This letter can be accessed via the following link: [CalHR login page](#)

EH MASS UPDATE PROCESSING

The State Controller's Office (SCO) will process an Employment History (EH) mass update on January 16, 2020 to post a SAL transaction effective January 1, 2020 for eligible employees. Only employees with a salary rate below the new minimum salary rate for each range and or/step will be updated to increase their salary to the new minimum salary range and/or step; employees already above the new minimum are not entitled to an increase.

SPECIAL EH DOCUMENTATION/PROCESSING INSTRUCTIONS

Disability/Military Leave

Departments must update EH for employees on Disability or Military leave at the time of the mass update.

Lump Sum

Employees who separated from state service without fault prior to the effective date of the salary increase with lump sum pay extending beyond 01/01/20, and who were eligible for the SAL at the time of the separation, should have their lump sum adjusted to reflect the salary increase. Departments must identify and manually process the SAL transactions for separated employees, as applicable.

Out-of Sequence

Once the SAL transaction is posted to an employee's EH record, any new out-of-sequence transaction must have the old salary rate entered, if allowable on the transaction. If not entered, the salary rate information per the SAL transaction will be reflected on the new transaction and could cause an overpayment. See PAM Section 9 for further processing information.

If correcting a 01/01/20 effective date transaction that was processed prior to the SAL being posted, please send to PPSD for processing. Per CalHR rule 599.689, MSA transactions with a 01/01/20 effective date must be posted prior to the SAL, if applicable.

330 Transaction

Departments must identify employees who were at MAX prior to the increase (and thus not entitled), and manually process a 330 transaction to change their anniversary date to NONE.

PAYROLL ADJUSTMENTS

Departments shall submit Form STD. 674/674D to request adjustments for the following payments that may issue without the salary increase for the 01/2020 pay period:

- Regular pay with dock applied for employees with a mid-month change.
- Regular pay for employees on an alternate work schedule or working shift and time paid does not equal time possible for the pay period.
- Industrial Disability Leave (IDL)
- Temporary Disability (TD)
- Nonindustrial Disability Leave (NDI)
- State Disability Insurance (SDI)

Please direct questions on the January 1, 2020 Minimum Wage Increase as follows:

<u>SUBJECT AREA</u>	<u>CONTACT</u>	<u>TELEPHONE NUMBER</u>
Program Administration (e.g., rules, regulations, benefits/pay impacts)	Personnel Services Branch CalHR	(916) 323-3343
General Payroll Procedures Disability Payroll Procedures Employment History Procedures	Statewide Customer Contact Center	(916) 372-7200
HR Suggestions Email Inbox (All HR Staff)		PPSDHRSuggestions@sco.ca.gov
Escalation Email Inbox (HR Supervisors and Managers)		PPSDOps@sco.ca.gov

JEB:JR:PMAB